

Salinas City Elementary School District

431 West Alisal Street Salinas, CA 93901

Phone: (831) 753-5600 FAX: (831) 753-5610

ADMINISTRATION

ROBERT SLABY, Ed.D.
Superintendent

RAY ARCINAS
Asst. Supt., Fiscal Svcs.

JUVENAL LUZA, Ph.D.
Dir., Bilingual Svcs.

SHARON LOUCKS
Dir., Curriculum & Staff Dev.

E. LEON MATTINGLEY
Dir., Personnel Svcs.

RANDALL SCHWARTZ, Ph.D.
Dir., Pupil Personnel Svcs.

BOARD OF EDUCATION

HARRY GAMOTAN

DEBBIE RIANDA

MICHAEL SEMENIUK

STEPHEN MALVINI

BYRON SKIP LATHAM

March 3, 2000

Monterey County Civil Grand Jury
P.O. Box 414
Salinas, CA 93902

This letter responds to the findings and recommendations of the 1999 Monterey County Civil Grand Jury. The four recommendations outlined in the report as follows:

1. School Board members and Superintendent use STAR results to evaluate assignment of personnel.

State law prohibits the use of the results of any standardized test in the evaluation of teachers. The California Education Code outlines the criteria on which certificated personnel maybe evaluated.

The STAR results serve as a basis for review of the progress of our academic program. The STAR results as implemented through our curricular program is the focus of our staff development program.

2. Hiring practices ensure that certificated teachers are placed in the classroom while it is recognized not every excellent teacher is fully certificated. It is counter productive to have a high percentage not fully certified.

During the 1998-1999 school year the Salinas City Elementary School District records indicate that 92% of the district's teaching staff were properly certified to teach in their assignment.

3. School Board member search their collective conscience to determine if school funds should be better spent on students rather than on individuals performing what is a public service.

Education Code Section 35120 specifically allows school board members to receive compensation for services. In the Salinas City Elementary School District the board president receives \$150 per month while each individual member receives \$100 per month. This compensation is less than one half of the total that is legally allowed.

Board members make many sacrifices to serve on the board, the most of important of which is time away from their families. This small token is a way of the district showing their appreciation and compensation for the hours and excellent work they devote to the children they serve.

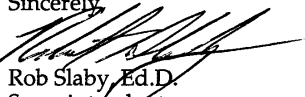
The cost of conferences is a small price to pay for educated leaders. The complexities of education are changing daily. A well-informed school board best serves the needs of the children and the district employees.

4. Each school district ensure that programs in place to help prevent school crime and vandalism are monitored. Those found guilty of crimes to prosecuted to the full extent of the law.

The Salinas City Elementary District has already taken several steps to address this recommendation:

- The district has continued to develop an expanding relationship with the Salinas Police Department. We have agreed to financially support the presence of School Resource Officers to service our schools. See attached list of assigned School Resource Officers to our elementary schools.
- In March 1999, we revised and updated our suspension form. Our new form allows for cross checking of required CSSA (California Safe Schools Assessment) Crime Data Reports and Police Reports. See boxed crosscheck tracking area on page two of our Notice of Suspension Form (upper right hand corner). This allows monitoring of the response to violations that occur on school sites. We can tell if the offense resulted in a police citation or if CSSA crime report was filed.
- Our district began operation of a Community Day School this school year. This is the first elementary level Community Day School in Monterey County. We currently have 27 students enrolled. This school is located away from any regular school campus and has a very low adult to student ratio. We have assigned two teachers and four instructional aides to these students. The state is only providing enough reimbursement to cover the costs of the teaching staff. Our district is committing funds for the building lease, furniture, supplies, transportation, field trips, training, administrative oversight and other personnel costs (Instructional Aides). Having a Community Day School has allowed -us to isolate those students, who have been suspended for serious offenses, expelled or are at risk of being subject to expulsion. This program allows us to intervene with the student and the family. We utilized Healthy Start advocates to work with families of the Community Day School students and the teachers are providing a pro-social skill development program. We hope that by providing this intervention program we will reduce crime and violence throughout our district.

Sincerely,


Rob Slaby, Ed.D.
Superintendent